

## psychological contract 'iceberg' exercises (the psychological contract, work/life alignment, organizational development, motivational understanding, employer/employee relationships, leadership)

[The Psychological Contract](#) is increasingly significant in organizational management and development.

The [Psychological Contract 'Iceberg' model diagram](#) assists explanation and exploration of the subject.

Ask group members to create their own version of the Psychological Contract 'Iceberg' diagram - individually, in pairs or teams, and review/discuss as appropriate for your situation.

Versions of the 'Iceberg' may be mapped according to different perspectives, for example - how people see it currently; how they'd prefer it to be; from a personal, departmental or workforce standpoints.

The exercise can be used as a basis for all sorts of learning and development activities, for example relating to:

- motivation and attitude
- work/life balance and wellbeing
- organizational structure and purpose
- alignment of people with organizational aims
- work/management/leadership relationships with employees
- mutual awareness (employee/employer) and organizational transparency - and especially in identifying hidden or confused perceptions which may be obstacles to improving employee/employer relationships

Refer to the [Psychological Contract](#) theory and within it whatever related learning concepts might be helpful to your situation.

[Johari Window](#) is particularly relevant.

# psychological contracts 'iceberg' model

